

Public Employees Benefits Board Meeting

May 21, 2019

Public Employees Benefits Board

May 21, 2019

1:30 p.m. – 4:00 p.m.

Health Care Authority
Sue Crystal A & B
626 8th Avenue SE
Olympia, Washington

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TAB 1

AGENDA

Public Employees Benefits Board
May 21, 2019
1:30 p.m. – 4:00 p.m.

Health Care Authority
Cherry Street Plaza
Sue Crystal Rooms A & B
626 8th Avenue SE
Olympia, WA 98501

Call-in Number: 1-888-407-5039

Participant PIN Code: 95587891

1:30 p.m.*	Welcome and Introductions		Sue Birch, Chair	
1:35 p.m.	Meeting Overview		Dave Iseminger, Director Employees & Retirees Benefits (ERB) Division	Information
1:40 p.m.	April 24 Meeting Follow Up		Dave Iseminger, Director Employees & Retirees Benefits (ERB) Division	Information
1:45 p.m.	2019 Legislative Session Debrief	TAB 3	Cade Walker, Executive Special Assistant, ERB Division	Information/ Discussion
2:05 p.m.	PEBB Finance 2019-21 Budget Update	TAB 4	Tanya Deuel, PEBB Finance Manager, Financial Services Division	Information/ Discussion
2:20 p.m.	Eliminating Hepatitis C Virus in Washington State	TAB 5	Emily Transue, Associate Medical Director, Clinical Quality & Care Transformation Division	Information/ Discussion
2:35 p.m.	Eligibility and Enrollment Policy Development	TAB 6	Rob Parkman, Policy & Rules Coordinator Policy, Rules, & Compliance Section, ERB Division	Information/ Discussion
2:55 p.m.	SEBB Program Update	TAB 7	John Bowden, Manager School Employees Benefits (SEB) Section, ERB Division	Information/ Discussion
3:10 p.m.	Vision Benefit Strategy	TAB 8	Lauren Johnston, SEBB Procurement Manager, SEB Section, ERB Division	Information/ Discussion
3:40 p.m.	Public Comment			
4:00 p.m.	Adjourn			

***All Times Approximate**

The Public Employees Benefits Board will meet Tuesday, May 21, 2019, at the Washington State Health Care Authority, Sue Crystal Rooms A & B, 626 8th Avenue SE, Olympia, WA. The Board will consider all matters on the agenda plus any items that may normally come before them.

This notice is pursuant to the requirements of the Open Public Meeting Act, Chapter 42.30 RCW.
Direct e-mail to: board@hca.wa.gov. Materials posted at: <http://www.pebb.hca.wa.gov/board/> no later than close of business on May 17, 2019.

PEB Board Members

Name	Representing
Sue Birch, Director Health Care Authority 626 8 th Ave SE PO Box 42713 Olympia WA 98504-2713 V 360-725-2104 sue.birch@hca.wa.gov	Chair
Greg Devereux, Executive Director Washington Federation of State Employees 1212 Jefferson Street, Suite 300 Olympia WA 98501 V 360-352-7603 greg.devereux@hca.wa.gov	State Employees
Myra Johnson* 6234 South Wapato Lake Drive Tacoma WA 98408 V 253-583-5353 myra.johnson@hca.wa.gov	K-12 Employees
Carol Dotlich 8312 198 th Street E Spanaway WA 98387 V 253-846-6371 carol.dotlich@hca.wa.gov	State Retirees
Tom MacRobert 4527 Waldrick RD SE Olympia WA 98501 V 360-264-4450 tom.macrobert@hca.wa.gov	K-12 Retirees

PEB Board Members

Name	Representing
Tim Barclay 9624 NE 182 nd CT, D Bothell WA 98011 V 206-819-5588 tim.barclay@hca.wa.gov	Benefits Management/Cost Containment
Yvonne Tate 1407 169 th PL NE Bellevue WA 98008 V 425-417-4416 yvonne.tate@hca.wa.gov	Benefits Management/Cost Containment
Vacant*	Benefits Management/Cost Containment
Harry Bossi 19619 23 rd DR SE Bothell WA 98012 V 360-689-9275 harry.bossi@hca.wa.gov	Benefits Management/Cost Containment

Legal Counsel

Michael Tunick, Assistant Attorney General
7141 Cleanwater Dr SW
PO Box 40124
Olympia WA 98504-0124
V 360-586-6495
MichaelT4@atg.wa.gov

*non-voting members

5/16/19



Washington State Health Care Authority
Public Employees Benefits Board

P.O. Box 42713 • Olympia, Washington 98504-2713
360-725-0856 • TTY 711 • FAX 360-586-9551 • www.pebb.hca.wa.gov

2019 Public Employees Benefits Board Meeting Schedule

The PEB Board meetings will be held at the Health Care Authority, Sue Crystal Center, Rooms A & B, 626 8th Avenue SE, Olympia, WA 98501. The meetings begin at 1:30 p.m., unless otherwise noted below.

January 31, 2019 (Board Retreat) 9:00 a.m. – 5:00 p.m.

March 20, 2019

April 24, 2019

May 21, 2019

June 5, 2019

June 19, 2019

July 10, 2019

July 17, 2019

July 24, 2019

If you are a person with a disability and need a special accommodation, please contact Connie Bergener at 360-725-0856

Updated 3/30/18

OFFICE OF THE CODE REVISER
STATE OF WASHINGTON
FILED

DATE: August 13, 2018

TIME: 8:07 AM

WSR 18-17-076

TAB 2

PEB BOARD BY-LAWS

ARTICLE I

The Board and its Members

1. **Board Function**—The Public Employee Benefits Board (hereinafter “the PEBB” or “Board”) is created pursuant to RCW 41.05.055 within the Health Care Authority; the PEBB’s function is to design and approve insurance benefit plans for State employees and school district employees.
2. **Staff**—Health Care Authority staff shall serve as staff to the Board.
3. **Appointment**—The Members of the Board shall be appointed by the Governor in accordance with RCW 41.05.055. Board members shall serve two-year terms. A Member whose term has expired but whose successor has not been appointed by the Governor may continue to serve until replaced.
4. **Non-Voting Members**—Until there are no less than twelve thousand school district employee subscribers enrolled with the authority for health care coverage, there shall be two non-voting Members of the Board. One non-voting Member shall be the Member who is appointed to represent an association of school employees. The second non-voting Member shall be designated by the Chair from the four Members appointed because of experience in health benefit management and cost containment.
5. **Privileges of Non-Voting Members**—Non-voting Members shall enjoy all the privileges of Board membership, except voting, including the right to sit with the Board, participate in discussions, and make and second motions.
6. **Board Compensation**—Members of the Board shall be compensated in accordance with RCW [43.03.250](#) and shall be reimbursed for their travel expenses while on official business in accordance with RCW [43.03.050](#) and [43.03.060](#).

ARTICLE II

Board Officers and Duties

1. **Chair of the Board**—The Health Care Authority Administrator shall serve as Chair of the Board and shall preside at all meetings of the Board and shall have all powers and duties conferred by law and the Board’s By-laws. If the Chair cannot attend a regular or special meeting, he or she shall designate a Chair Pro-Tem to preside during such meeting.
2. **Other Officers**—(reserved)

ARTICLE III
Board Committees

(RESERVED)

ARTICLE IV
Board Meetings

1. Application of Open Public Meetings Act—Meetings of the Board shall be at the call of the Chair and shall be held at such time, place, and manner to efficiently carry out the Board's duties. All Board meetings, except executive sessions *as permitted by law*, shall be conducted in accordance with the Open Public Meetings Act, Chapter 42.30 RCW.
2. Regular and Special Board Meetings—The Chair shall propose an annual schedule of regular Board meetings for adoption by the Board. The schedule of regular Board meetings, and any changes to the schedule, shall be filed with the State Code Reviser's Office in accordance with RCW 42.30.075. The Chair may cancel a regular Board meeting at his or her discretion, including the lack of sufficient agenda items. The Chair may call a special meeting of the Board at any time and proper notice must be given of a special meeting as provided by the Open Public Meetings Act, RCW 42.30.
3. No Conditions for Attendance—A member of the public is not required to register his or her name or provide other information as a condition of attendance at a Board meeting.
4. Public Access—Board meetings shall be held in a location that provides reasonable access to the public including the use of accessible facilities.
5. Meeting Minutes and Agendas—The agenda for an upcoming meeting shall be made available to the Board and the interested members of the public at least 10 days prior to the meeting date or as otherwise required by the Open Public Meetings Act. Agendas may be sent by electronic mail and shall also be posted on the HCA website. Minutes summarizing the significant action of the Board shall be taken by a member of the HCA staff during the Board meeting, and an audio recording (or other generally-accepted) electronic recording shall also be made. The audio recording shall be reduced to a verbatim transcript within 30 days of the meeting and shall be made available to the public. The audio tapes shall be retained for six (6) months. After six (6) months, the written record shall become the permanent record. Summary minutes shall be provided to the Board for review and adoption at the next board meeting.
6. Attendance—Board members shall inform the Chair with as much notice as possible if unable to attend a scheduled Board meeting. Board staff preparing the minutes shall record the attendance of Board Members at the meeting for the minutes.

ARTICLE V
Meeting Procedures

1. Quorum— Five voting members of the Board shall constitute a quorum for the transaction of business. No final action may be taken in the absence of a quorum. The Chair may declare a meeting adjourned in the absence of a quorum necessary to transact business.
2. Order of Business—The order of business shall be determined by the agenda.
3. Teleconference Permitted— A Member may attend a meeting in person or, by special arrangement and advance notice to the Chair, A Member may attend a meeting by telephone conference call or video conference when in-person attendance is impracticable.
4. Public Testimony—The Board actively seeks input from the public at large, from enrollees served by the PEBB Program, and from other interested parties. Time is reserved for public testimony at each regular meeting, generally at the end of the agenda. At the direction of the Chair, public testimony at board meetings may also occur in conjunction with a public hearing or during the board's consideration of a specific agenda item. The Chair has authority to limit the time for public testimony, including the time allotted to each speaker, depending on the time available and the number of persons wishing to speak.
5. Motions and Resolutions—All actions of the Board shall be expressed by motion or resolution. No motion or resolution shall have effect unless passed by the affirmative votes of a majority of the Members present and eligible to vote, or in the case of a proposed amendment to the By-laws, a 2/3 majority of the Board .
6. Representing the Board's Position on an Issue—No Member of the Board may endorse or oppose an issue purporting to represent the Board or the opinion of the Board on the issue unless the majority of the Board approve of such position.
7. Manner of Voting—On motions, resolutions, or other matters a voice vote may be used. At the discretion of the chair, or upon request of a Board Member, a roll call vote may be conducted. Proxy votes are not permitted.
8. Parliamentary Procedure—All rules of order not provided for in these By-laws shall be determined in accordance with the most current edition of Robert's Rules of Order [RONR]. Board staff shall provide a copy of *Robert's Rules* at all Board meetings.
9. Civility—While engaged in Board duties, Board Members conduct shall demonstrate civility, respect and courtesy toward each other, HCA staff, and the public and shall be guided by fundamental tenets of integrity and fairness.
10. State Ethics Law—Board Members are subject to the requirements of the Ethics in Public Service Act, Chapter 42.52 RCW.

ARTICLE VI
Amendments to the By-Laws and Rules of Construction

1. Two-thirds majority required to amend—The PEBB By-laws may be amended upon a two-thirds (2/3) majority vote of the Board.
2. Liberal construction—All rules and procedures in these By-laws shall be liberally construed so that the public's health, safety and welfare shall be secured in accordance with the intents and purposes of applicable State laws and regulations.

TAB 3



2019 Legislative Session Debrief

Cade Walker
Executive Special Assistant
Employees & Retirees Benefits (ERB) Division
May 21, 2019

Number of Bills Analyzed by ERB Division

	ERB Lead	ERB Support	
High Impact	39	51	90
Low Impact	96	150	246
	135	201	336

Passed Legislation

- **2SHB 1065:** protects consumers from charges for out-of-network health care services.
- **EHB 1074:** increases the legal age of sale for tobacco products from 18 to 21.
- **ESHB 1099:** requires each carrier to post on its provider network whether mental health providers are accepting new patients and publish certain information its network accessibility.

Passed Legislation (*cont.*)

- **ESHB 2140:** Delays mandatory SEBB Program participation of non-represented educational service districts' (ESD) employees until 1/1/2024; ESDs continue to have option to contract with HCA for PEBB Program benefits.
- **ESSB 5526 (Cascade Care/Public Option):** the Health Benefit Exchange and HCA are to develop standardized plans, contract with health carriers, and develop a plan for premium subsidies for individuals purchasing coverage on the Health Benefit Exchange.

Passed Legislation (*cont.*)

- **2SSB 5602:** directs HCA to administer family planning programs for individuals 19+, prohibiting discrimination on the basis of gender identity or expression, and requires health plans to provide coverage for certain reproductive treatment and services.
- **SSB 5889:** protects communications between health carriers/providers and adults covered as a dependent on a parent or legal guardian's health insurance.

Passed Rx Legislation

- **E2SHB 1224:** health carriers, pharmacy benefit managers and services administration organizations, and drug manufacturers have to report certain Rx data to HCA and provide advance notice of price increases on certain drugs. HCA also must provide an annual report.
- **ESHB 1879:** requires health carriers to use evidence-based Rx utilization management criteria, and to have a clear and convenient exemption/step therapy exemption process.

Newly Required Reports for ERB

- November 1, 2019: Benefit options available to Medicare-eligible retirees to address the rising cost of prescription drugs and member premiums.
- February 5, 2020: Total amount of SEBB Organizations billed for benefits, and which did not remit payment as of January 31, 2020.
- November 15, 2020: Feasibility of consolidation of the SEBB Program into the PEBB Program by January 1, 2022.
- December 31, 2020: Current costs and health plans offered by ESDs, a comparison on costs and benefits if ESDs were to participate in the SEBB Program, and revenue sources for ESDs.

Questions?

Cade Walker, Executive Special Assistant
Employees and Retirees Benefits Division

cade.walker@hca.wa.gov



TAB 4



PEBB Finance 2019-21 Budget Update

Tanya Deuel
PEBB Finance Manager
Financial Services Division
May 21, 2019

Funding Rates

Fiscal Year 2020 - \$939
Fiscal Year 2021 - \$976

Per employee per month

Adequate to maintain current level of
benefits

No significant concerns with funding
rates and underlying assumptions

Medicare Explicit Subsidy

Plan Year 2019
\$168

Plan Year 2020
\$183

Decision Package Funding

**\$6
Million**

TPA Fees - UMP, UDP, and FSA admin fees, increases in spending authority for three accounts.

**\$1.3
Million**

Centers of Excellence – Admin for current TJR and Spinal Fusion bundles, plus funding for launching a third bundle in calendar year 2021.

\$850,000

ERB Staffing – Customer service for retiree support/additional outreach/training staff to assist employees for increased responsiveness.

Other Budget Language

N/A

Nutritional Counseling Visits – Beginning in calendar year 2020, funding was requested to increase the covered lifetime nutritional visits from 3 to 12 in the Uniform Medical Plan.

N/A

LTD – Allows the Board the authority to increase the Basic LTD benefit through changes within the benefit structure.

\$6
Million/CY

Collective Bargaining Impacts – Funding will be transferred to HCA to fund a \$250 FSA contribution each calendar year for represented employees who make less than \$50,004 annually.

Questions?

Tanya Deuel, PEBB Finance Manager

Financial Services Division

Tanya.Deuel@hca.wa.gov

Tel: 360-725-0908

TAB 5



Eliminating Hepatitis C Virus in Washington State

Emily Transue, MD, MHA
ERB Associate Medical Director
Clinical Quality and Care Transformation
May 21, 2019

Agenda

- Background
- Executive Order
 - Procurement Strategy
 - Public Health Outreach Strategy
- Current Status

Background

- HCV is the leading cause of infectious disease related death in the U.S., exceeding deaths from all other 59 reportable infectious diseases combined
- We estimate about 60,000 Washingtonians are currently infected
- HCV is a curable disease; >95% of people treated for chronic HCV with direct-acting antivirals will have a sustained virologic response (SVR) (SVR = cure)

Governor Inslee's Executive Order

- Directs HCA to enter into an agreement on behalf of all Washington State covered lives for the direct-acting antivirals
 - Impacts about 25,000 lives
 - Pursue a not-to-exceed arrangement for the Medicaid covered lives and a larger discount for the non-Medicaid covered lives
 - Vendor must partner with us on the public health campaign

Governor Inslee's Executive Order (*cont.*)

- Directs the Department of Health to lead a public outreach effort
 - Goal: Identify and treat all Hep C positive Washingtonians
 - New community and provider engagement effort is Hep C Free Washington
 - Working on recommendations through three committees:
 - Clinical Strategies
 - Data and Strategic Information
 - Community Services (link to testing and treatment)

Current Status

- Announced an Apparently Successful Bidder on April 25: AbbVie; negotiations underway
- Hep C Free C committees have developed recommendations
- Potential to expand to the fully insured lives, other states, or other purchasers

Questions?

More Information:

<https://www.doh.wa.gov/YouandYourFamily/IllnessandDisease/Hepatitis/HepatitisC/EliminatingHepatitisC>

Emily Transue, MD, MHA

Clinical Quality and Care Transformation

Emily.Transue@hca.wa.gov

Tel: 360-725-2131

TAB 6



Eligibility & Enrollment Policy Development

Rob Parkman, Policy and Rules Coordinator
Policy, Rules, and Compliance Section
Employees and Retirees Benefits Division
May 21, 2019

Introduction of Policy Resolutions

PEBB 2019-01	Retiree Insurance Coverage Deferral - CHAMPVA Survivors
PEBB 2019-02	SEBB Employees and PEBB Retiree Term Life Insurance Eligibility

RCW 41.05.080(1)

(1) Under the qualifications, terms, conditions, and benefits set by the public employees' benefits board:

- (a) Retired or disabled state employees, retired or disabled school employees, retired or disabled employees of county, municipal, or other political subdivisions, or retired or disabled employees of tribal governments covered by this chapter may continue their participation in insurance plans and contracts after retirement or disablement;
- (b) Separated employees may continue their participation in insurance plans and contracts if participation is selected immediately upon separation from employment;

Proposed Policy Resolution PEBB 2019-01 Retiree Insurance Coverage Deferral - CHAMPVA Survivors

Beginning July 17, 2018 enrollment in a PEBB Program health plan may be deferred when the subscriber is enrolled as a retiree or a survivor of a retiree who was enrolled in the Civilian Health and Medical Program of the Department of Veterans Affairs (CHAMPVA).

Proposed Policy Resolution PEBB 2019-02 SEBB Employees and PEBB Retiree Term Life Insurance Eligibility

Beginning January 1, 2020 an eligible school employee who participates in SEBB Program life insurance and meets the eligibility requirements for PEBB Program retiree insurance coverage, is eligible for PEBB Program retiree term life insurance.

Next Steps

- Incorporate Board feedback in the proposed policies
- Bring recommended policy resolutions to the Board to take action on at the June 5, 2019 Board Meeting

Questions?

Rob Parkman, Policy and Rules Coordinator
Policy, Rules, and Compliance Section
Employees and Retirees Benefits Division

rob.parkman@hca.wa.gov


Tel: 360-725-0883

TAB 7



SEBB Program Update

John Bowden, Manager
School Employees Benefits Section
Employees & Retirees Benefits Division
May 21, 2019



SEBB Program Funded

In the 2019-21 Operating Budget (ESHB 1109), the Legislature:

- Approved the Collective Bargaining Agreement
- Funded SEBB Program benefits materially similar to PEBB Program benefits, and in accordance with policies adopted by the SEB Board
- Included surcharges:
 - \$25 per-account-per month if an employee or a dependent (age 13 or older) enrolled on the medical plan uses a tobacco product
 - Not less than \$50 per month if a spouse or state-registered domestic partner chooses not to enroll in employer-based coverage

School Employees: who moves from the PEBB Program to the SEBB Program?

- All current school district employees in the PEBB Program are moving to the SEBB Program on January 1, 2020
- All represented Educational Service District (ESD) employees in the PEBB Program are moving to the SEBB Program on January 1, 2020
- ESDs can join or continue participation in the PEBB Program for non-represented ESD employees until December 31, 2023
- Retired school employees stay in the PEBB Program

SEBB Program Procurement and Contracting

- SEB Board instructed HCA to procure:
 - Fully insured medical
 - Standalone vision
 - Long-term disability
- SEB Board elected to leverage the PEBB Program:
 - Self-insured medical
 - Dental
 - Life and AD&D

2020 Employer Medical Contribution (EMC) and UMP Employee Premiums Based on Final Not-to-Exceed Rates

Plan	Actuarial Value (AV)		Employee Only	Employee & Spouse/SRDP ¹	Employee & Child(ren)	Employee, Spouse/SRDP & Child(ren)	Employee Contribution as Percent of Total Premium
		X = Cost at First Tier	Tier 1: 1:00x	Tier 2: 2:00x	Tier 3: 1:75x	Tier 4: 3:00x	
SEBB UMP Plus	89%	Total Premium	\$649	\$1,298	\$1,136	\$1,947	11%
		Employer Contribution (EMC)	\$578	\$1,156	\$1,012	\$1,734	
		Employee Contribution	\$71	\$142	\$124	\$213	
SEBB UMP Achieve 2	88%	Total Premium	\$679	\$1,358	\$1,188	\$2,037	15%
		Employer Contribution (EMC)	\$578	\$1,156	\$1,012	\$1,734	
		Employee Contribution	\$101	\$202	\$177	\$303	
SEBB UMP Achieve 1	82%	Total Premium	\$612	\$1,224	\$1,071	\$1,836	6%
		Employer Contribution (EMC)	\$578	\$1,156	\$1,012	\$1,734	
		Employee Contribution	\$34	\$68	\$60	\$102	
SEBB UMP High Deductible Health Plan	83%	Total Premium ²	\$603	\$1,206	\$1,055	\$1,809	4%
		Employer Contribution (EMC)	\$578	\$1,156	\$1,012	\$1,734	
		Employee Contribution	\$25	\$50	\$44	\$75	

Notes:

The 2020 EMC of \$578 is 85% of the Total Premium (Final NTE Bid Rate) of the SEBB UMP Achieve 2 (88% AV plan).

All values in the table above are on a PAUPM basis.

1. SRDP - State-Registered Domestic Partner

2. Total Premium for the SEBB UMP High Deductible Health Plan includes an employer HSA contribution of \$375 per year for Tier 1 and \$750 per year for all other tiers

SEBB Program Website and Member Communications

[Washington State Health Care Authority](#)

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[Contact HCA](#)
[In crisis?](#)

[Home](#) > [About HCA](#) > [Programs & initiatives](#) > [School Employees Benefits Board \(SEBB\) Program](#)

Programs & initiatives

Apple Health (Medicaid)

Behavioral health and recovery

Clinical collaboration and initiatives

Health Information Technology

Health Technology Assessment

Healthier Washington

Making informed health care decisions

Program Integrity


Public Employees Benefits Board (PEBB) Program

School Employees Benefits Board (SEBB) Program

Operations

Meetings and materials

News




School Employees Benefits Board (SEBB) Program

Starting January 1, 2020, the School Employees Benefits Board (SEBB) Program will administer health insurance and other benefits to all K-12 school districts, educational service districts, and charter schools in Washington.

The School Employees Benefits Board (SEB Board) studies, designs, and approves comprehensive and cost-effective insurance benefit plans for school employees, and establishes eligibility criteria for participation in these plans. The SEB Board is separate and independent from the Public Employees Benefits Board (PEBB).

[The SEB Board meets regularly](#) to discuss SEBB benefits. Their meetings are open to the public.



How do I...

[Find information for school employees](#)
[Learn more about the board](#)
[Get board meeting materials](#)

[Sign up for SEBB rulemaking notices](#)
[Sign up for SEB Board meeting notices](#)

Related links

[School Employees Benefits Board \(SEBB\) Program FAQs](#)



First SEBB Program Open Enrollment

- October 1 – November 15, 2019
- Employer Outreach & Assistance
 - Regional trainings for personnel and payroll staff in August/September
 - Toll-free go-live call center for technical and program questions
 - Ongoing phone support and secure email
- Enrollment will occur through:
 - SEBB My Account online portal for making benefit selections
 - Limited imaging of paper enrollment forms

First SEBB Program Open Enrollment (*cont.*)

- For school employees:
 - Newsletter mailings
 - Enrollment guide mid-September
 - Virtual Benefit Fair and live benefit fairs
 - ALEX – plan selection support tool
 - SEBB My Account “how-to” videos

SEBB My Account

- Exclusive online enrollment and benefit management system maintained and updated by HCA
- SEBB Organizations and school employees involved in development process including:
 - Live and online demonstrations
 - Feedback opportunities
 - Beta testing May and June
- SEBB My Account has functionality for benefits administrators and employees

SEBB My Account (*cont.*)

School Employees Benefits Board - Login

Log into My Account to view your coverage and premium surcharge information, get your statement of insurance, and make open enrollment changes. To learn more about working with My Account, visit our [Help with My Account](#) webpage.

Returning member login

[Log into My Account](#)

[Forgot Email?](#)

[Forgot Password?](#)

New to My Account? [Register Now](#)

Admin User? [Log in here](#)

HCA User? [Log in here](#)

Actions you can take using My Account year-round

- View your coverage information (employees and members)
- View your basic employer-paid life and AD&D insurance information (employees only)
- View your long-term disability insurance information (employees only)
- Download your statement of insurance
- View your premium surcharge attestations (if applicable)
- Make changes to your tobacco use premium surcharge attestation (if applicable)
- Make changes based on life change events

Actions you can take during open enrollment (October 1- November 15) (some restrictions may apply)

- Make changes to your coverage
- Attest to the spouse or state-registered domestic partner coverage premium surcharge
- Remove medical and/or dental for dependents
- Waive coverage for yourself (employees only)
- Add or remove dependents

[Contact HCA](#)

[Accessibility](#) [Language Access](#) [Non-discrimination](#) [Privacy practices](#)

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SEBB My Account (*cont.*)

Washington State Health Care Authority
SCHOOL EMPLOYEES BENEFITS BOARD

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Open Enrollment Notice

If you don't want to make changes to your medical, dental or vision coverage you don't have to do anything. You will automatically continue with the same plan(s) and your family's coverage will stay the same. If you want to change your plan(s), please select Review or Make Change(s) to your 2020 Enrollment below.

[Review/Change your 2020 Enrollment](#)

1
Add or Remove Dependents

2
Submit dependent documentation

Make attestations

Change medical plan

SEBB Subscriber Dashboard

Welcome, Tester McGee!

Coverage Elections
Your 2020 Coverage

Coverage Summary
View Your Current Coverage

Attestations
View/Update your Attestations

Manage Members
Add/Edit Dependents

Document Upload
Submit Verification Documents

Profile
Manage Profile Information, Update Addresses

Life Change
Request a Special Enrollment due to a Life Change Event

Supplemental Coverage

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SEBB Program Virtual Benefits Fair

[SEBB My Account](#)

[Carrier Directory](#)

[Help Center](#)

[Ask ALEX!](#)

Welcome to the Initial Open Enrollment for School Employees Benefits Board (SEBB) Program

News & Announcements

Open Enrollment is from October 1st through November 15, 2019.

Carrier has updated their medical benefit package.

Remember, you still need to choose your plan under the My Account of SEBB....etc

[Welcome](#)

[Enter Exhibit Hall](#)

[About the Virtual Benefits Fair](#)

[Privacy Policy](#)

ALEX – Automated Benefits Counselor



- Plain English – no insurance jargon
- Highly interactive and engaging
- Personalized and customized for each employee
- Feels like a real conversation with a benefits expert
- Can be accessed anytime, anywhere there's an internet connection

For More Information

- Visit www.hca.wa.gov/sebb to:
 - Get news and updates
 - Sign up to receive email updates about SEB Board policy and rules development
 - Sign up to receive email updates about SEB Board meetings
- Read frequently asked questions about the SEBB Program at www.hca.wa.gov/sebb-faq

Questions?

John Bowden, Manager
School Employees Benefits Section
john.bowden@hca.wa.gov
360-725-1113

TAB 8



Vision Benefit

Lauren Johnston
SEBB Procurement Manager
Employees & Retirees Benefits Division
May 21, 2019

Objectives

- PEBB Program benefits overview
- SEBB Program benefits overview:
 - Procurement
 - Plan design
 - PEBB and SEBB Program comparison
 - County coverage

PEBB Program Vision Benefits

- Currently covered within the medical benefits
- One routine eye exam per year covered at 100%
- Allowance of \$150 every two calendar years to put towards glasses or contact lenses

Future Benefit Change Considerations

- Previous inquiries about a separate vision benefit
- Cadillac Tax scheduled to go into effect in 2022
- SEBB Program procurement can be leveraged by the PEBB Program
 - Current funds may go further for this benefit
 - Member may save money
 - Insight on fully insured vs self-insured

SEBB Program Vision Benefit Overview

- Fully insured vision benefit is separate from the medical plans
- Received 10 proposals to request for proposal
- Three contractors: Davis Vision, EyeMed, and MetLife
- Statewide enrollment for all three plans

SEBB Program Vision Plan Designs

In-Network Coverage

Vision Care Service	Davis Vision	EyeMed	MetLife
	Member Pays:		
Routine Eye Exam <i>Renews January 1</i>	\$0		
Frames <i>Renews January 1 in even years</i>	\$0 up to \$150, then 80% of balance over \$150	\$0 up to \$150, then 80% of balance over \$150	\$0 up to \$150, then 80% of balance over \$150
Lenses (single, bifocal, trifocal, lenticular)	\$0	\$0	\$10
Progressive Lenses* (based on lens tier)	\$50-\$140	\$55-\$175	\$0-\$175

*Allow a wearer 3 levels of power in one lens: distance, intermediate/mid-range, and near

SEBB Program Vision Plan Designs

In-Network Coverage (*cont.*)

Lens Enhancements	Davis Vision	EyeMed	MetLife
	Member Pays:		
Anti-reflective coating	\$35-\$60	\$45-\$85	\$41-\$85
Scratch-resistant	\$0	\$0	\$17-\$33
Polycarbonate	\$30	\$40	\$31-\$35
Photochromic/ Transitions	\$65	\$75	\$47-\$82
Polarized	\$75	80% of retail price	80% of retail price
Tinting	\$0	\$15	\$17-\$44
UV Treatment	\$12	\$15	\$0

SEBB Program Vision Plan Designs

In-Network Coverage (*cont.*)

Contact Lenses (in lieu of glasses)	Davis Vision	EyeMed	MetLife
	Member Pays:		
Conventional	\$0 up to \$150; 85% on balance over \$150 OR 4 boxes from collection lenses	\$0 up to \$150; 85% of balance over \$150	\$0 up to \$150; 100% of balance over \$150
Disposable		\$0 up to \$150; 100% of balance over \$150	
Medically Necessary	\$0	\$0	\$0

SEBB Program Pediatric Benefit Renews every January 1

- Routine eye exam
- Glasses:
 - Standard frames covered at 100%
 - Lenses covered at 100% (includes polycarbonate)

OR

- Contact lenses in lieu of glasses:
 - \$300 allowance for a year's supply

PEBB Program vs SEBB Program Frequency

	PEBB Program			SEBB Program
	UMP	KPNW	KPWA	Davis, EyeMed, and MetLife
Eye Exam	Renews every January 1	Every 12 months	Every 24 months	Renews every January 1
Glasses	Allowance renews every January 1 on even years	Allowance every 24 months	Allowance every 24 months	Allowance renews every January 1 on even years
Contacts				

Differences in separate benefit

	PEBB Program	SEBB Program
	Member Pays:	
Routine Eye Exam	\$0	\$0
Frames	\$0 up to \$150, then 100% of the balance	\$0 up to \$150, then 80% of the balance
Lenses (single, bifocal, trifocal, lenticular)		\$0
Progressive Lenses* (based on lens tier)		\$0-175*
Lens Add-ons		\$0-85**

* See slide 6.

** See slide 7.

Member Experience

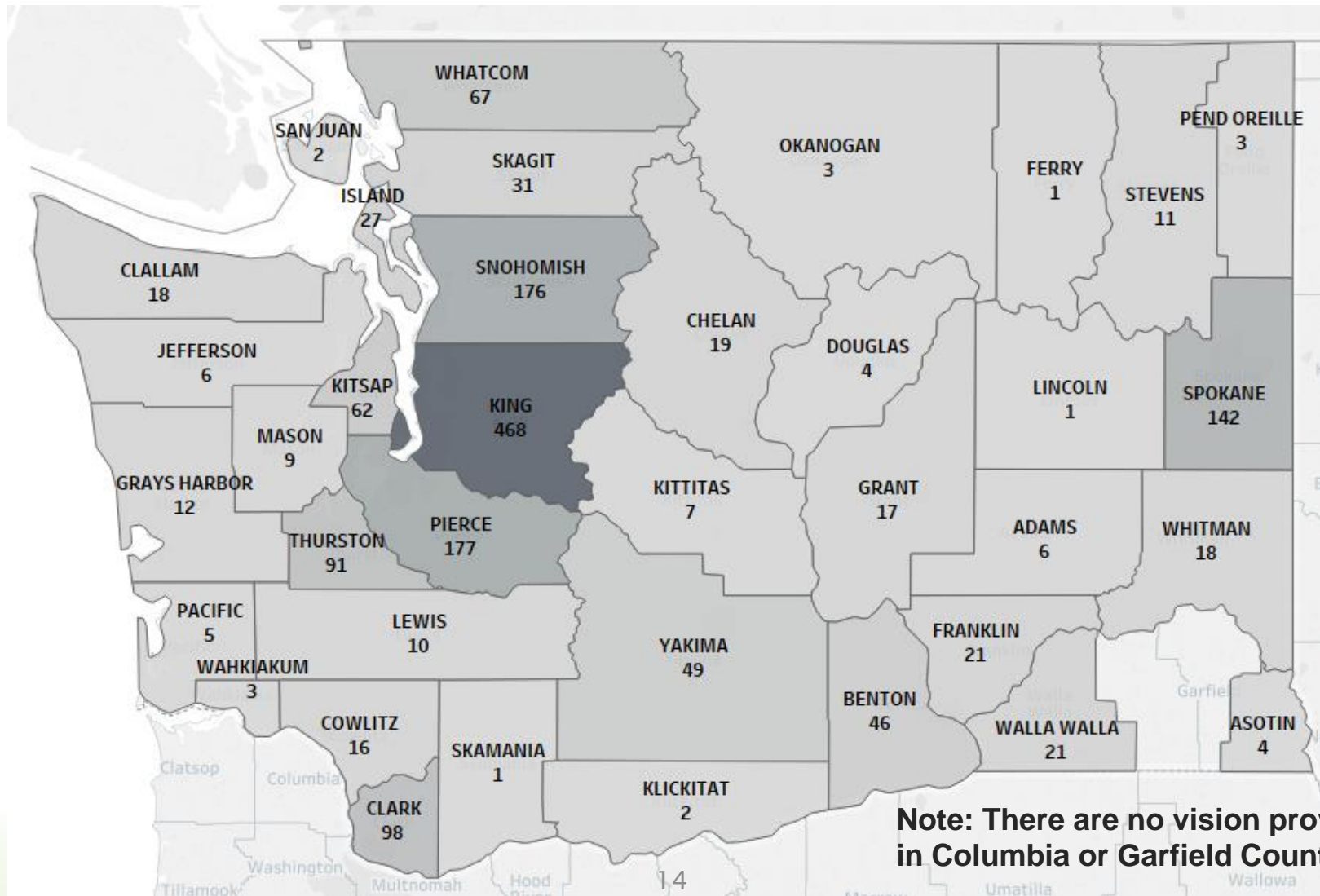
PEBB Program Member	SEBB Program Member*
Frame: \$110 Lenses: \$75 Transitions add-on: \$100 Total Bill: \$285	Frame: \$110 Lenses: \$75 Transitions add-on: \$75 Total Bill: \$260
Member Pays: \$135 \$285 -\$150 (Allowance)	Member Pays \$75 Frame and lens: \$0 Transitional add-on: \$75 <i>SEBB Program member pays \$60 less</i>

* Illustration using EyeMed benefit

Separate Vision Plan Advantages

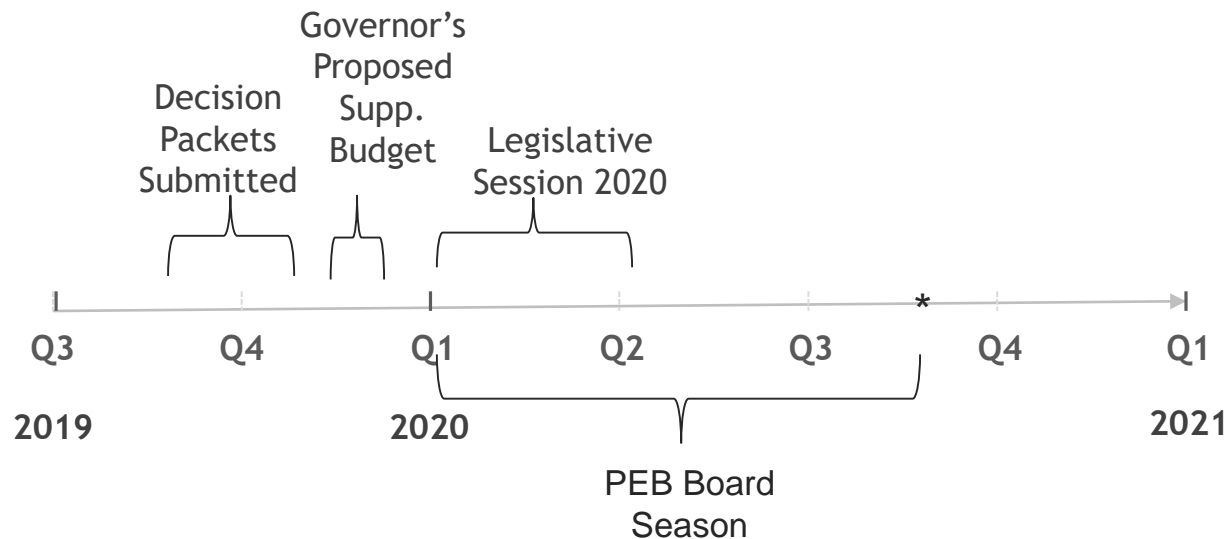
- Provider contracts are efficient
- The number of frames any member can choose from and pay \$0 out-of-pocket varies by carrier
- In general, there are up to 13,000 frames that come in at, or under, the \$150 allowance
- Providers will not have all frames at their location but are contractually required to have a few dozen, if not hundreds, that are \$150 or less

Total unique vision providers in each county



Note: There are no vision providers in Columbia or Garfield County.

Timeline for PEBB Program Vision Benefit Decision Making



Note: Under the current Collective Bargaining Agreement, if the benefit is standalone, the employer will pick up the full premium contribution.

*Board Decision Point

Questions?

Lauren Johnston, SEBB Procurement Manager

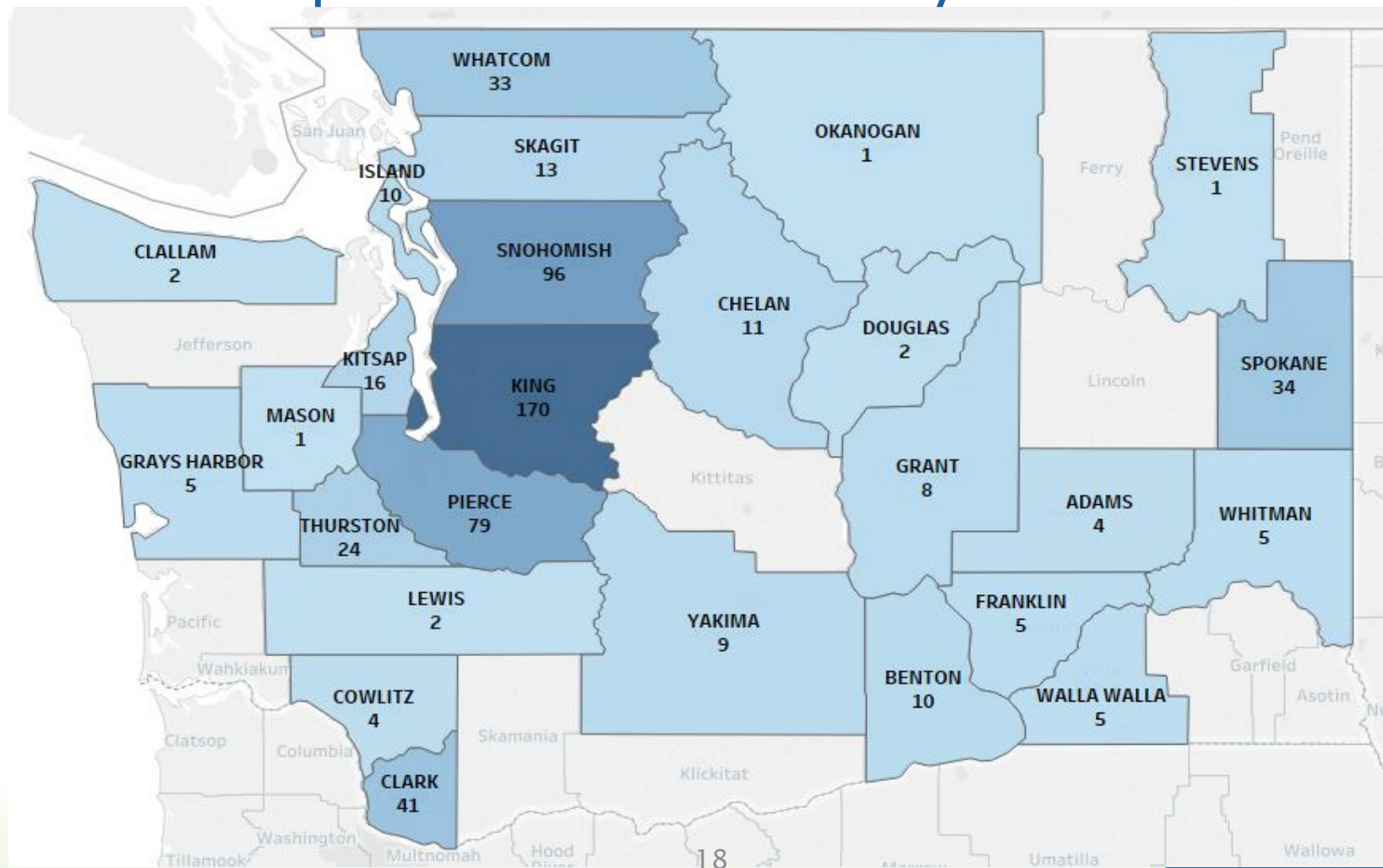
Employees & Retirees Benefits Division

Lauren.Johnston@hca.wa.gov

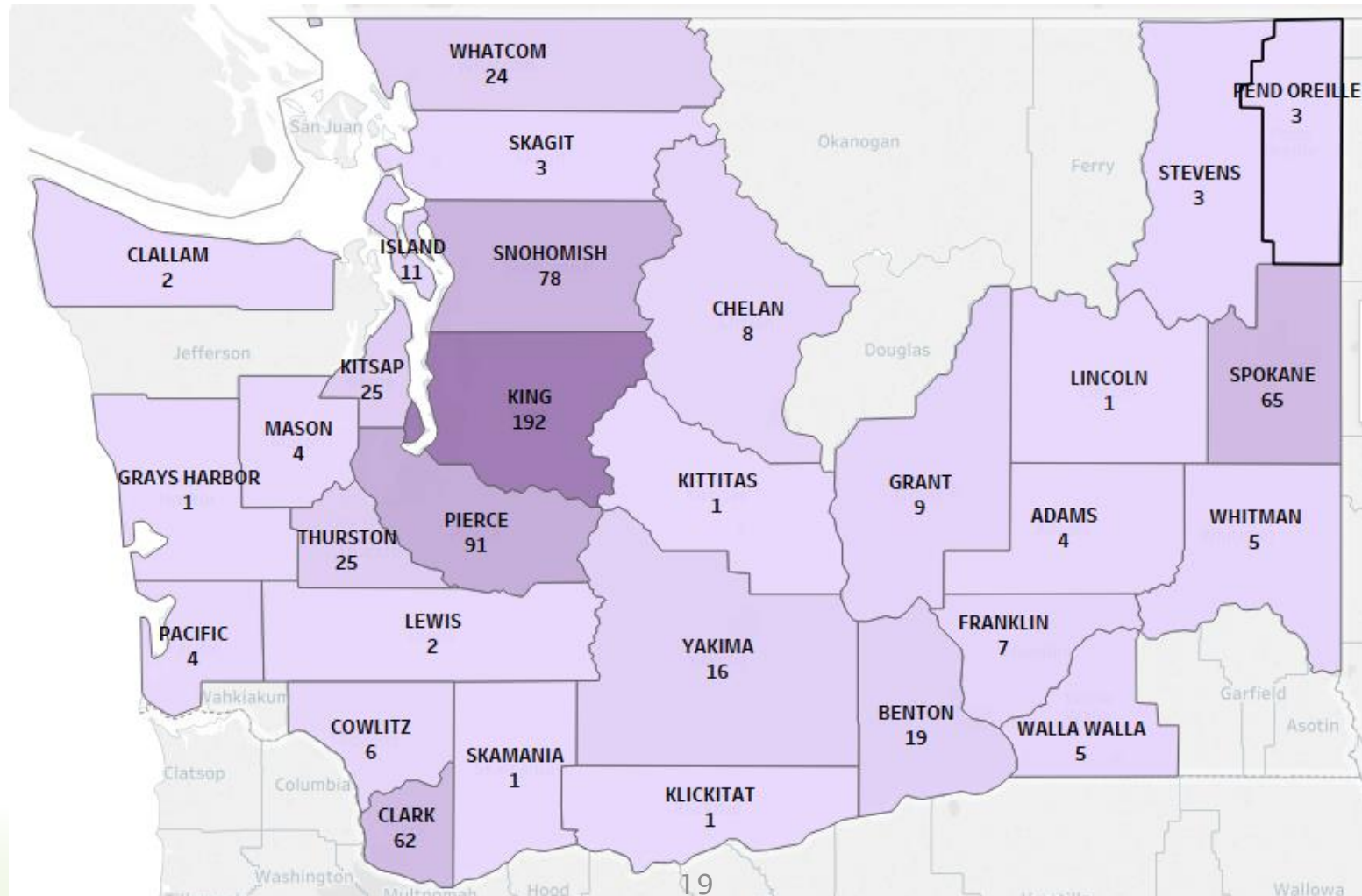
Tel: 360-725-1117

Appendix

2020 SEBB Program: Total Number of Davis providers as of February 2020



2020 SEBB Program: Total Number of EyeMed providers as of February 2020



2020 SEBB Program: Total Number of MetLife providers as of February 2020

